



Colonel Allen Applebaum – Commander

Lt. Colonel Eugene Egry – Vice Commander



**COLONEL M. ALLEN
APPLEBAUM**

**PENNSYLVANIA WING
COMMANDER**

My fellow members of Pennsylvania Wing,

I would like, as my first real act as your Wing Commander, to thank Colonel Fredric Weiss for his time served as our Commander. The average member will never understand the responsibility of Wing Command. We have given Fred back to his family at a very opportune time, as he recently became a grandfather which I know he will enjoy. Additionally, to Joan Weiss, we give our special thanks for putting up with the phone calls and constant meetings.

Now it is time to roll up our sleeves and move forward. I want all members of this Wing to understand that the command group, Lt. Col Egry, Lt Col Lee, along with me, will always maintain an open door policy. There will be no discrimination or abuse of any kind tolerated in this organization. There will be changes in some areas; most have not been decided at this point in time. Those that have are posted in this newsletter.

What do I expect! I expect you to honor your commitments to your unit, to your friends and in many cases your family members. Accept accountability for your actions. Make Safety everyone's # 1 GOAL. There are several theories on how to handle this issue. My best thought from all my command and management experience is simple "*common sense*." If you think there is a dangerous situation, you are probably right. Until I get a chance to further examine this issue, I am revoking the pilot communities' ability to operate out of grass fields. There have been difficulties in the past and I will have a committee study the situation and make a recommendation on this item.

We will also look into enhancing O flight availability. We are inviting the Wing CAC to be a regular part of the Wing staff and not a group of cadets shoved off in the

corner. We are exploring the idea of implementing a new Wing staff position, **Wing Cadet Commander**.

I have lifted the restriction on cadet flight training, but every flight instructor is responsible for getting the new **PAWGF 60** signed before training may restart. This impacts Gliders and power flight for senior and cadets. We are expecting our second glider in the near future. These opportunities are available to all our cadets. There will be more to come, keep an eye out for the Wing mail. Make sure it gets distributed for all to read. These mailings were never meant to lie in the Squadron Commanders briefcase. Since my last tour as your Wing Commander I have learned a lot. I ask that you work with me to make this into a 3,000 member wing by next years Wing Conference. We only need 500 more members. Together we will develop many great programs that will make all Pennsylvanians proud of the Civil Air Patrol in the Commonwealth.

Have fun, be safe and watch out for each other....

COMMUNICATIONS+COOPERATION+ CONSIDERATION = SUCCESS



**Lieutenant Governor Catherine Baker-Knoll
addresses PAWG members at
Wing Conference**

The Holiday Inn Greentree in Pittsburgh was the host location for this year's PAWG Conference which was held 13-14 June 2003. During the day on Saturday, seminars were offered which ranged from Cadet

Programs to Operations and included displays from various organizations and departments to include; The American Red Cross, Aerospace Education, Air National Guard, and DDR. The day's activities concluded Saturday evening with a formal banquet and "roast" in honor of retiring Wing Commander, Colonel Fredric Weiss.



Richard Greenhut (pictured left)...

In addition, members also witnessed the ceremonial passing of the flag by current Wing Commander, Colonel Fredric Weiss to Northeast Region Commander, Colonel

Who then passed the flag to incoming Wing Commander, Colonel Allen Applebaum.

This ceremony signified that at no time shall a Wing be without a Commander.



This year's host group, **Group One**, did a commendable job in arranging this year's conference, which would not have been possible without their support and tireless dedication. From the negotiations with the hotel to the final presentation, these members demonstrated the camaraderie and teamwork we all talk about on a daily basis. A special thank you goes out to **Lt. Col. Robert Smith** – Group One Commander, for all his work on this event as well as **Lt. Robert Frost** and **Capt. Fillar** (for their help in transporting materials to and from the hotel).

PAWG was fortunate to have in attendance several special guests on Saturday as well. **Lieutenant Governor Catherine Baker Knoll** and **Senator Robert D. Robbins** spoke to the membership during the General Assembly Saturday morning and **Representative Timothy Solobay**, attended Saturday evening as the Guest speaker for the banquet. With all of the wing's focus being the recent loss of funding, this provided members of PAWG a chance to not only speak to these legislators, but visually show them what our program is all about. Since his attendance at the conference, **Representative Timothy Solobay** has written and sponsored a bill seeking to not only have our funding restored, but increased by \$150,000. Discussions with several legislators around the state have provided insight that there is a lot of support for this House Bill, and at this time it looks favorable that it will pass in some form.

2003 PAWG Award recipients included:

Service Awards

55 Years

Wing Lt. Col. Richard L. Welliver

50 Years

Group 1 Lt. Col. William L. Mock
Group 2 Maj. John E. McClarigan

45 Years

Wing Lt. Col. Elizabeth A. Altzman
Lt. Col. Richard Y. Runyan

40 Years

Wing Lt. Col. John L. Bruner Jr.
Lt. Richard S. Hamm
Lt. Col. Michael J. Kindness

Group 3

Lt. Col. Thomas E. Jensen
Maj. Gerald R. Snyder

35 Years

Wing Col. M. Allen Applebaum
Col. Edwin G. Holl

Group 3

Lt. Col. Terry L. Lindermuth

30 Years

Wing Lt. Col. Harold Aaron

Group 1

Maj. Harry C. Brodzinski

Group 2

Maj. Darlene A. Bentley

Group 3

Lt. Col. Albert L. El
1st Lt. William B. Mount

25 Years

Group 1 Lt. Col. Edgar R. Flick
Lt. Col. Charles L. Steffan
Group 3 Capt. Richard A. Magners

20 Years

Group 1 Maj. Larry D. Bowin
Group 2 Maj. Ronald d. Chathams
Group 3 Maj. Ann S. Gibbons
Capt. William Bertele

15 Years

Wing

Maj. Larry L. Riegel

Group 1

Capt. Robert E. Uber

Group 2

Capt. Richard E. Gray

2nd. Lt. John A Reeder III

Group 3

1st Lt. Dorothy A. Stone

10 Years

Wing

Lt. Col. Francis P. Brosius

Group 1

Lt. Col. Arthur R. Merrell

Maj Horace J. McDaniel

Capt. Andrew C. Pierce

Capt. John R. Hall

Capt. Mark A. Youngs

Capt. Ryan W. Bowls

Group3

1st Lt. George C. Crerand

Member of the Year Awards

Frank G. Brewer Category 2	Lt. Edward Paulsen
Frank G. Brewer Category 4	Geibel High School
Squadron Chaplain	Lt. Col. William Stone
Moral Leadership	Lt. Michael Tidd
Communications	Maj. Harry Brodzinski
Safety	Lt. Albert Johnson

Certificate of Recognition for Lifesaving –

Lt. Col. Orville Schwanger

Commander's Commendations

Lt. Col. Charles Bechtel	Lt. Kathryn Hontz
Lt. Col. Roland Dewing	Capt. Craig Huey
Lt. Col. Stephen Fortin	Lt. Diana Kelly
Maj. Richard Gale	Capt. Leslie Lanphear
Lt. Elomar Harder Siennick	Lt. Col. Richard Ludwig
Lt. Col. Randall Manaka	Capt. Frank Monaghan
Lt. Col. Robert Meinert	Capt. Robert Savarese
Lt. Col. Barry Metz	Capt. Bret Stemrich
Lt. Col. Charles Ofiesh	Capt. Terry Sroka
Lt. Lynda Paulsen	Capt. Robert Suplee
Lt. Col. William Stone	Lt. Col. Walter Vertreace
Lt. Col. Stanton Altzman	C/2nd. Lt. Shawn Adams
Lt. Col. Francis Brosius	C/2nd. Lt. Holly Simpson
Lt. Col. William Crielly Jr	Lt. Col. Arthur Bagelman
Lt. Col. Michael Kindness	Capt. Catherine Flick
Lt. Col. Randy Lentz	Lt. Col. Edgar Flick
Lt. Col. Richard Runyan	Lt. Col. Stephen Fortin
Maj. Douglas Allen	Lt. Col. William Geyer
Lt. Col. Carol Blinbury	Lt. Col. Michael Hayes
Lt. Col. Bruce Brinker	Maj. David Hege
Lt. Col. Walter Cornett	Maj. Gary Metz

Maj. Ann Gibbons	Capt. Robert Savarese
Maj. William Givvons	Lt. Col. Robert Smith

Certificate of Appreciation

Capt. Sonja Dewing

Maj. Ann Gibbons

Squadron of Merit – Northeast Philadelphia 104

Paul E. Garber - Maj. Christine St. Onge

Exceptional Service

Col. Paul Kopczynski

Lt. Col. Nicholas Taylor

Lt. Col. Mark Lee

Meritorious Service

Lt. Col. David Chubski

Lt. Col. Eugene Egry

Maj. Paul Falavolito

1st Lt. DeEtte Riley

Lt. Col. Robert Smith

Lt. Col. William Stone

Lt. Col. Raymond Whetstone

Senior Member of the Year

Capt. Bruce Russell

Senator Edwin G. Holl

Cadet of the Year

C/Capt. Scott Corskey

Special acknowledgment goes out to Group One – **Golden Triangle 603** cadets for providing the Color Guard



C/Cmsgt Michael Bilz
Cadet Stewart Ellis
C/SAmn Brandon High
C/Tsgt Ryan Holets
C/Cmsgt Joseph Rinaldi

As well as Group One Somerset **Composite 1502** Senior and Cadet members for all their assistance with set up and banquet room arrangements.

C/ CMsgt. Amra Ankeny
C/ Tsgt Tomi Ankeny
C / SMsgt Dennis Maranowski
C/ 2Lt Brian Swope
C / CMSGt. Victoria Swope

PAWG Conference - Photography credit:
Lt. Col. William Geyer

IMPORTANT MESSAGE FROM THE WING COMMANDER

Folks,

We need your help! Even if you have contacted your state legislator we need you to call again. You need to be specific with them. Ask that they contact the leadership and appropriations Chairman for the party to which they belong.

In the House we need members to cosign with Rep. Solobay on HB 1786. Do not ask JUST for their support, tell them to write and copy you on their correspondence, telling the leadership that they care. Senator Thompson has told us that he has not been hearing from any of the States Senators, that they are concerned. Well let's not disappoint him!

There is no CAP mission more important in PAWG than this one. Get your family, friends, and parents of your cadets involved, and do now!

M. Allen Applebaum, Colonel, CAP
Pennsylvania Wing
Commander

MARK YOUR CALENDARS!!!

There will be a funded Search & Rescue Training Exercise (SAREX) **16 & 17 August 2003**. The activity will be based at the CAP facility located at the Somerset County Airport (2G9) in Friedens PA.

All Group One aircraft are expected to participate. Squadron Commanders, Operations Officers and OIC please make sure your aircraft are crewed for this event.

In an effort to meet the training needs of your personnel, I am requiring that all participants pre-register by 2 August. Simply provide me with the names & CAPID of the members and 1. What their current qualifications are and 2. What area(s) they want to be trained in. **This information should be either e-mailed to me at erf@shol.com, or phoned to 814-445-5163. Regular mail: 116 Debra Lane, Somerset PA 15501**

At present most of the incident staff positions are open. This is a great opportunity to increase the mission effectiveness of your unit. There are a number of air and ground sorties being planned. Ground team members will be divided into 3 teams (to meet their individual training needs) Team "A" Top level, experienced ground team members, Team "B" middle level, some experience but needing more training, and Team "C" entry level, mostly newer members. I am

requesting that all qualified ground team leaders participate to serve as either ground team leaders or as instructors.

As the time for the activity approaches more details will be posted.

Edgar R. Flick, Lt. Col., CAP
Incident Commander



MAJ Rubino in Hospital Please keep him in your thoughts

Major Rubino was admitted on 18 June 2003 to Burt Fish Medical Center, New Smyrna Beach FL. He is in serious condition. He has major blockages in vessels around his heart and left leg and his brain isn't getting enough oxygen. Patti is requesting that any cards or notes be sent to there home address and she will take them to him.

MAJ Thomas B Rubino
129 Center St
Oak Hill, FL 32759
E-mail: gp1dc@juno.com

SAVE THE DATE! GROUP 3 UNIT COMMANDER'S COURSE 9-10 AUGUST 2003 NORTHEAST PHILADELPHIA AIRPORT

COST: \$10.00

(Includes course materials & continental breakfast)

Contact: Lt. Col Walter Vertreace
WVertreace@hess.com

(732) 750-6408 for more information.

ARE YOU A COMMANDER WHO WOULD LIKE TO BE MORE PROFICIENT? ARE YOU A STAFF MEMBER WHO MAY ASSUME COMMAND? DO YOU JUST WANT TO KNOW WHAT THE COMMANDER'S ROLE IS?

Then come to the Group 3 Unit Commander's Course and learn from past commanders, present commanders, successful commanders and commanders who have made (and learned from) their mistakes! Courses include:

- Successful Leaders
- Successful Units
- Command Responsibility and Accountability
- Working With Group and Wing
- Recruiting and Retention
- And much, much more!

To apply, send your check for \$10.00
(Made out to Group 3 CAP) to:

Lt Col Walter Vertreace
609 East Gorgas Lane
Philadelphia PA 19119-1325



CHAPLAIN'S NOTES

Oh, boy how time flies! I can't believe it's almost the end of June and July is fast approaching. Then comes August and then following, the months ending in... 'bers'. Soon 2003 will be history. This is what prompts me to write this message. Its original source is anonymous. Here it goes:

TITLE- *"Time and how we use it".*

Imagine there is a bank that credits your account each morning with \$86,400. It carries over no balance from day to day. Every evening it deletes whatever part of the balance you failed to use during the day. What would you do? Draw out every cent, of course!

Each of us has such a bank. Its name is TIME. Every morning, it credits you with 86,400 seconds.

Every night it writes off as lost, the amount of this you failed to use for good purpose. It carries over no balance. It allows no overdraft. Each day opens a new account for you. Each night it burns the remains of the day.

If you fail to use the day's deposits, the loss is yours. There is no going back. There is no drawing against the "tomorrow".

You **MUST** live in the present on today's deposits. Invest well in order to get from it the best in health, happiness, and success!

The clock is running. Make the most of today

- To realize the value of ONE YEAR, ask a student who failed a grade
- To realize the value of ONE MONTH, ask a mother who gave birth to a premature baby.
- To realize the value of ONE WEEK, ask the editor of a weekly newspaper
- To realize the value of ONE HOUR, ask the lovers who are waiting to meet
- To realize the value of ONE MINUTE, ask a person who missed the flight, the train or bus.
- To realize the value of ONE SECOND, ask a person who just avoided an accident

- To realize the value of ONE MILLISECOND, ask the person who just won the silver medal in the Olympics.

Treasure every moment that you have! And treasure it more because you shared it with someone, or doing something special--special enough to spend your precious time with or on. And remember that time waits for no one.

- Yesterday is history
- Tomorrow is mystery
- Today is a gift
That is why it is called the present!

May the Blessing of our God be yours as you spend the time He alone had blessed you with, wisely.

Chaplain (Major) Nicholas O. Akinkuoye
Group One Chaplain
nakinkuoye@ccac.edu

Group 2 Cadet Leadership School

Congratulations to all the cadets from Group Two who graduated from Cadet Leadership School. After a week of classes, sweltering heat, marching, and even a class on cheese (ask your cadets), the cadets finished today with a better understanding of what makes a leader great. Hopefully, they'll bring that knowledge back to their individual squadrons, making them better than ever before.

I'm proud of every one of the Group Two cadets who attended this school. I'm especially proud of the Group Two cadets who served as staff for the event. They're dedication to excellence, and desire to achieve the best, remind me why I continue to renew my membership.

Lt Stan Newhard USAFX CAP Squadron 603

Pennsylvania Squadrons 602 and 603 provided ground help and a fly-by for Aliquippa, PA Officer Jim Naim's Memorial Service. Officer Jim Naim was ambushed and executed while on patrol 15 March 2001. On Sunday 22 June 2003, thousands of motorcyclists rode as a fundraiser in Officer Naim's memory. Capt Larry Dunn, Commander Squadron 602, made the first pass with precision timing after the national anthem. Lt Bob Frost, commander Squadron 603, piloted the second pass as Senior Member Thomas Orr photographed the

event. Members of 603 also helped with the post-event cleanup.

"We've been trying to get a fly-by every year," said Ray Schweinberg, president of the B.R.A.V.E. Riders Motorcycle Club, the non-profit organization who plans the annual event. "I'm really glad the Civil Air Patrol stepped up and made it happen."

The event also included a classic and a DARE car show, a motorcycle show, and live music. "Preliminary counts look like there were over 4000 riders," said Jim's friend and Aliquippa Police Officer Robb Chamberlain. Proceeds will be given to maintain two scholarships already established in Jim's name, Concerns Of Police Survivors, Inc (C.O.P.S), and a standing memorial at the Aliquippa Police Station.

Jim's wife, Gallina, said "Thank you for your help," with a quick brush of her cheek and a genuine smile. Both Squadrons will be asked to be involved again next year.

Congratulations to Cadet 2nd. Lt. Sean Klugh, who was named "Staff Member of the Year" by the students and Staff of the encampment. C/2nd. Lt. Klugh is a member of Sq. 304 (Lancaster). He was in charge of the medical division of encampment. Other staff members from Group Two included C/Maj. Mary Jo Szekeres (306), C/Maj. Emily Gates (301), C/Capt. Kyle Estep (302), C/Capt. Andrew Carpenter (307), and C/Maj. Princess Glick (304). The commanders of these squadrons should be very proud of their cadets.

For those that are interested, I have about 350 photos from the event. I'll be working on getting them organized and then burned onto a CD. I will send each squadron a copy of the CD to share with their cadets. Most of the photos were taken by C/Maj. Szekeres and me.

For those of you who are interested in the school, I sincerely hope that you go next year. With the lessons learned this year, next year will be the best yet!!

LET THE BAND BEGIN...

Are you interested in playing in a small brass or woodwind ensemble? PAWG is looking to put together a brass and/or woodwind quintet to do promotional and recreational playing. If your interested please send an email to; S.M. William Schlosser at schlossw@mnsfld.edu if there is enough interest we may even be able to start a band!!! In your email, please indicate what your instrument of choice is!

Yours in Service,
S.M. William Schlosser

GROUP ONE CONFERENCE

The Group 1 Conference and Dinner has been scheduled for November 15, 2003 at the Holiday Inn Greentree. The exact details on activities are still being worked out. There will be at minimum, a commander's call, CAC meeting, as well as cadet speaking and essay competition. Please encourage cadets and seniors to attend.

It is my hope that everyone will place it on their schedule so that we can double the attendance from last year. In addition, there will be a dance after the awards dinner. I have received many comments that the evening last year, was very enjoyable. I also intend to try and lower the cost for cadets and seniors.

In preparation for this, start looking for members that deserve recognition. Some of the categories include: Senior of the Year, Cadet of the Year, Communicator, Chaplain, Aerospace/Brewer of the Year, Moral Leadership Officer, Safety officer, Public Affairs. Many of the things we do go unseen. Only you, the members, know who is working within the units.

Lt Col Robert Smith
Group 1 Commander

AE ACHEIVEMENT WEEKENDS



The AE ACHIEVEMENT Weekends are scheduled for those squadrons or groups that would like to bivouac at Zerbey the whole weekend and get the maximum number of glider and power orientation rides. When time permits Cadets can be given up to two (2) glider rides. We can support up to 50 cadets per weekend.

The other weekend days are for those squadrons that would like to only come to Zerbey for one day. We can support up to 20 cadets per day.

Seniors can receive orientation rides on those weekends not scheduled for AE Achievement weekends. They will be billed the tow rate for the ride.

Seniors and Cadets who have received approval from the Wing Commander, (request must go through their Group Commander) can receive glider flight training on those days and weekends not being used for AE Achievement weekends. They will be billed the tow rate for the ride.

Note: For group 1, we can trailer or air tow the glider to a field in group 1 if arrangements are made for at least two to three weekends.

July 6th - 19th PGC for glider cadet orientation and training flights from 3:00pm to 7:00pm each day. Three days left

July 26/27 ZER OPEN Senior member training/ Cadet Orientation rides

Aug 2 ZER OPEN Senior member training/ Cadet Orientation rides

Aug 3 ZER OPEN Senior member training/ Cadet Orientation rides

Aug 9/10 ZER GROUP 2 AE ACHIEVEMENT WEEKEND

Aug 16 ZER OPEN Cadet and Senior member training/Orientation rides

Aug 17 ZER OPEN Cadet and Senior member training/Orientation rides

Aug 23/24 ZER OPEN AE ACHIEVEMENT WEEKEND

Aug 30: ZER OPEN Cadet and Senior member training/Orientation rides

Aug 31: ZER OPEN Cadet and Senior member training/Orientation rides

Sept 6: ZER OPEN Cadet and Senior member training/Orientation rides

Sept 7: ZER OPEN Cadet and Senior member training/Orientation rides

Sept 13/14 ZER GROUP 2 AE ACHIEVEMENT WEEKEND

Sept 20 ZER OPEN Cadet and Senior member training/Orientation rides

Sept 21 ZER OPEN Cadet and Senior member training/Orientation rides

Sept 27/28 ZER OPEN AE ACHIEVEMENT WEEKEND

Oct 4 ZER OPEN Cadet and Senior member training/Orientation rides

Oct 5 ZER OPEN Cadet and Senior member training/Orientation rides

Oct 11/12 ZER OPEN AE ACHIEVEMENT WEEKEND

Oct 18 ZER OPEN Cadet and Senior member training/Orientation rides

Oct 19 ZER OPEN Cadet and Senior member training/Orientation rides

Oct 25/26 ZER OPEN AE ACHIEVEMENT WEEKEND



Contact Information:
H 610-694-0173
C 610-349-9947

NATIONAL BOARD UPDATE

AIRLIFT!

For the first time in several years, the Air Force is able to provide airlift for more of our members to attend the Annual Conference. Currently there are 7 pick-up points. Go to:

<http://www.capnhq.gov/conference/pages/nb/nationalboard.html>

This year's schedule at a glance...

Sunday, 24 August

Exhibit Hall set up: 8:00 AM-4:00 PM

Registration Open: 10:00 AM - 6:00 PM

NEC Special Meeting: 3:00 PM - 5:00 PM

Monday, 25 August

National Board Meeting: 8:00 AM -5:00 PM

Exhibit Hall Open: 10:00 AM - 3:30 PM

Communication Managers Meeting: Noon - 8:00 PM

Conference Opening Reception: 6:00 PM - 7:30 PM

Tuesday, 26 August

General Assembly: 8:00 AM - 10:00 AM

Exhibit Hall Open: 10:00 AM - 3:30 PM

Seminars at 10:30 AM; 1:30 PM; and 3:30 PM

Lunch served in Exhibit Hall at Noon

First Time Attendees Reception: 6:00 PM - 7:30 PM

Wednesday, 27 August

CAP Recognition Ceremony: 8:00 AM - 10:00 AM

Exhibit Hall Open: 10:00 AM - 1:30 PM

Seminars at 10:30 AM; 1:30 PM; and 3:30 PM

Lunch served in Exhibit Hall at Noon

National Commander's Reception: 6:00- 6:45 PM

CAP Banquet: 7:00 PM - 10:30 PM

NEW PAWG STAFF MEMBERS

The Pa. Wing Command Staff would like to welcome some new staff members.

Vice Commander

Lt. Col. Eugene Egry

Director of Cadet Programs

Lt. Col. Bruce Brinker

Director of Professional Development

Lt. Col. Randy Lentz

Director of Plans and Programs

Lt. Col. Nicholas Taylor

NATIONAL CADET COMPETITION

From June 24-June 29 members of the Coatesville Composite Squadron 1008 represented Pennsylvania Wing and North east Region in the National Cadet Color Guard Competition. This marks the second year in a row, and the second year in the history of the National Cadet Competition, that Pennsylvania has been represented.

This year's competition was held at Wright Patterson AFB in Dayton, Ohio. The competition was listed as one of the Centennial of Flight Events, commemorating the 100 year anniversary of the Wright Brothers.

168 cadets out of the 27,000 across the nation participated in this competition. The best 8 color guard and drill teams across the country were represented. Teams were judged by the USAF Honor Guard from Bowling AFB. This year, the teams were judged by the elite honor guard--those who have been selected as the "best of the best" of the honor guard. Needless to say, their grading standards were extremely difficult.

Color guard teams competed in 6 areas of competition. They also toured the Air Force Museum at Wright Patterson AFB, and had the opportunity to meet many, many dignitaries. They also participated in a number of aerospace projects, and our team won a second place trophy for the emergency services demonstration.

The competition concluded with a banquet honoring all the cadets who had participated. Present at the banquet were: Maj General Bowling, CAP National Commander; Col Andersen, USAF Pentagon Homeland Security and former CAP National Commander; General Cleary, USAF Homeland Security, and many more. All attended the competition, to honor the young men and women who worked so hard over this past year.

Though our team did not bring home a first place trophy this year, the team had an excellent experience, and truly enjoyed being there among the best in the nation.

Thank you to all in PAWG who helped us to get to nationals this year!

Maj Anne Gibbons

Editorial

LEADERSHIP VS MICROMANAGEMENT

With the passing of time comes change that is fact. We can only hope that the changes are for a positive effect. Fifteen years ago I can remember Wing Conferences attended by more than 50% of the members within the Wing, SAREVALS that had more members attend then there were positions to fill, training courses such as Squadron Leadership Schools, that never saw less than 50 members in attendance, unit meetings that had every second filled with some kind of training and activity, and even uniform infractions were minimum. What happened to that pride, enthusiasm, dedication? Are these warning signs of burn-out, loss of leadership, micromanagement, or simply just change?

Being a good leader is hard; in some ways, it's harder than doing the actual work. As a leader, you must accept that you are not the master of your own fate, the people under you are, and it is tough to hand over your fate to someone else. But the answer isn't going to be to control everything your members do, and dictate their every action. That's where the trust comes in. You, as a leader, must trust them to do their jobs just as they must trust you, to help them get what they need to get their work done.

When you micromanage someone, you're telling them: "My way is the only acceptable way. I do not trust your experience, skills, or knowledge, so I will make sure that you have no room to think, be innovative, use initiative, or even make mistakes." This may make the micromanager feel in control, but what happens is that you end up having to do everything yourself, because no one will ever be able to live up to your expectations. No two people ever do things the same way so there is always going to be deviation and the result many times is the micromanager will come down on others even harder; "it's not right, because it's not my way". Sound familiar?

If you tell people that the only road to success is to follow, then you breed drones, instead of thinkers.

Leadership, on the other hand, is about setting the example for others to follow. It is demonstrating trust and camaraderie and allowing members of the team to do their jobs, while learning along the way. It is setting down the stones, for which others can build the roadway. It is not keeping a death grip on how every little detail is managed.

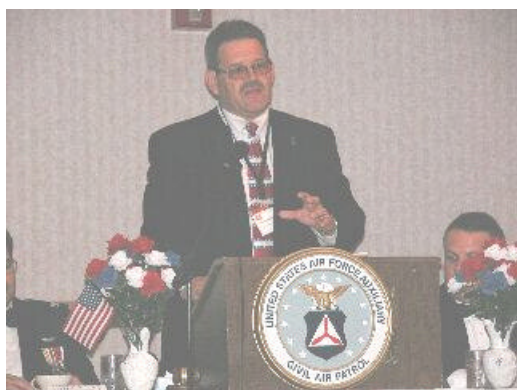
Feelings of anger and resentment can be the end result of being micromanaged which can result in gaps not only in the leadership side, but also with communication. So maybe we all need to keep this in mind as we lead and direct our fellow members, remembering that it's OK to let go and allow the seeds of leadership to grow and flourish!

Never forget the meaning and importance of "Teamwork" and "Leadership", work together as a well greased wheel and never lose sight of why we are all here...Aerospace Education, Emergency Services and most importantly, our **Cadets** and Cadet programs.

PAWG CONFERENCE PHOTOS



Lt. Col. Eugene Egry receives long awaited "Amelia Earhart" award.



Representative Timothy Solobay since attending our conference, has sponsored a house bill which seeks to not only restore PAWG funding but also increase it by \$150,000



Lieutenant Governor Catherine Baker-Knoll addresses PAWG members during the general assembly Saturday morning.



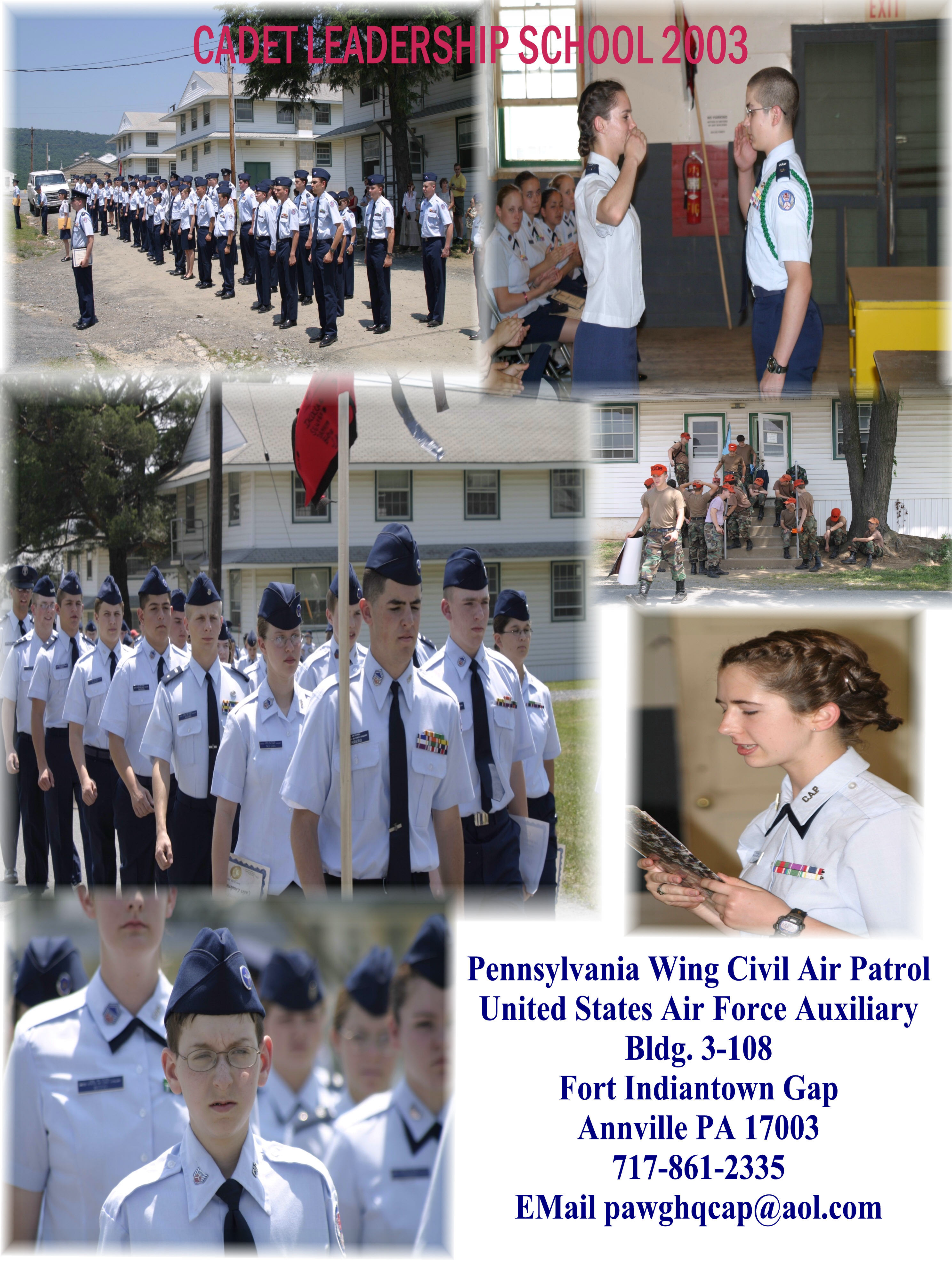
Colonel Fredric Weiss and Lt. Col. Mark Lee
"Thank you Colonel Weiss – Happy Retirement"



(Left) Colonel Fredric Weiss – PAWG Commander 1999-2003 and new PAWG Wing Commander, Colonel M. Allen Applebaum

*PAWG Conference - Photography credit:
Lt. Col. William Geyer*

CADET LEADERSHIP SCHOOL 2003



**Pennsylvania Wing Civil Air Patrol
United States Air Force Auxiliary
Bldg. 3-108
Fort Indiantown Gap
Annville PA 17003
717-861-2335
EMail pawghqcap@aol.com**